



Staff Advisory Committee
Saint Louis University

Meeting Minutes for Thursday, October 21, 2021
Zoom – 12:00-1:15 pm

Members & Guests Present:

Ginger Adkins	Sandy Gambill	Kathy Neuner
Esmeralda Aharon	Susan Ganey	Lindsay Oliver
Matt Ankenbrandt	Kari Gaskill	Matt Olwig
Rhonda Arl	Diane Goebel	Jennifer Oppermann
Eric Armbrrecht	Katia Goodman	Patricia Osmack
Sherry Ashford	Tammy Grant	Kelly Paladin
Michael Augustine	Sherry Hahn	Denise Parker
Louann Biermann	Teresa Harvey	Mary Lou Pereira
Edith Brown	Lynda Hetlage	Kalen Reichert
Alexis Bruce-Staudt	Pat Hoffart	Christine Rogers
Kristina Bryan	Kristin Hrasky	Eric Royer
Judith Buncher	Pamela Jackson	Wendy Schlesinger
Christina Butler	Jonia Jones	Colleen Schneider
Maggie Callon	Trevor Juenger	Dawn Schwartz
Matt Campbell	Lana Kelly Hilliard	Margaret Snodgrass
Judith Colyott	Delia King	Sharon Spicer
Mary Cook	Annemarie Konz	Carol Stengel
Sandra Cornell	Mary Krieg	Sue Stevens
Riley Coyle	Katie Linnenbrink	Janet Strader
Tabitha Crawford	Mickey Luna	Libby Tempel
Kellie Dalton	Beth Masters	Elizabeth Torno
Hillary Daniel	Adrienne McCarthy	Susan Torretta
Allise Davis	Helen McCormack	Barbara Valentine
Toni Dean	Patricia McQueen	Ellen Weis
Katherine Dingley	Allese McVay	Missi White-Luster
Kathryn Dortch	Eric Miller	Kathleen Wolf
Loretta Edwards	Julie Miller	Sara Rae Womack
Jennifer Elwyn	Deanna Miller	Rachel Young
Janet Flach	Heidi Moore	Cathy Zimmer
Andrea Flynn	Courtney Neal	

Call to Order 12:00 and Reflection: Sue Stevens called the meeting to order and as a reflection, used a quote from Maya Angelou.

“If you must look back, do so forgivingly. If you must look forward, do so prayerfully. However, the wisest think you can do is be present in the present.... Gratefully.”

Minutes: Minutes from the September 16, 2021, meeting were approved.

Monthly Spotlight 1: Mickey Luna, Vice President, Human Resources

Open Enrollment. Benefits Update

- 2022 Healthcare Benefits
 - Medical and Prescription Drug Costs
 - Healthcare costs continue to trend up 5-7% annually due to rising costs, COVID-19, etc.
 - Delayed costs to add up to 3% of costs in 2022
 - SLU projects to spend \$28.4M on healthcare in 2021, 1.2% more than projected
- SLU continues to evaluate all possible opportunities to offset rising healthcare costs while continuing to offer comprehensive benefits. Several strategies were discussed with the Medical Ad Hoc Committee including plan design changes, increased employee contributions and new pharmacy cost-containment programs. Committee feedback included:
 - Focus costs sharing based on utilization as opposed to across-the-board contribution rate increases
 - Plan design adjustments to deductibles and out-of-pocket maximums should be considered against competitive benchmarks
 - Preserve Tier 1 as a cost-effective care option
 - Increases to employee contributions should be consistent with market norms
- Plan Changes Implemented for 2022
 - PlusPlan and QHDHP plan design changes to help control cost increases
 - Increases to employee premiums in both Plus and QHDHP plans, including the introduction of an additional salary band while maintaining \$0 cost share for subsidy level employee only election
 - Maintenance medications being directed through Mail order and/or Walgreens and implementation of additional recommended pharmacy prior authorization and step therapy programs
- What's staying the same?
 - Continued partnership with SLUCare/SSM Health in Tier 1 medical plans
 - No administrator, network, or carrier changes
 - Maintaining wellness discount via completion of biometric screening
 - Enrollment through Workday
 - Biometric screening required for wellness discount
- 2022 Wellness Program
 - Vitality discontinued Oct 1st
 - Wellness committee established to identify new vendor to support wellness efforts
 - Implementation of new vendor expected in FY22Q3 (Feb/March)
 - Biometric screenings as a wellness tool continuing despite termination of partnership with Vitality
 - Partnered with Quest to provide flexibility to participants in getting their biometric screenings completed
 - On-site screening options in fall 2021 were less than demand
- Reviewed Plan Design benchmarks for PPO/Medical/Rx, HDHP Medical/Rx, and 2022 Medical/Rx Rates
 - The university will split the costs SLU 75.2% / EE 24.8 %
- Pharmacy
 - United Health Care has an agreement with Walgreens to reduce cost of prescriptions,
 - Can use Express Scripts to mail maintenance medication

- Can use CVS for other prescriptions and other providers
- Flu Shots
 - No agreement with CVS for vaccinations
 - Can utilize the flu shot clinics on campus or Walgreens, etc.
 - Check the UHC website to find a provider
- Q&A paraphrased
 - This is a bit off topic, but it's frustrating to read a President's Message about a super successful year, better than expected, in terms of both enrollment AND the SLUCare enterprise, while at the same time hearing NOTHING about any re-consideration of re-instatement of the retirement match. 6% was decided when performance expectations were much lower than actual. Why can't our match be brought back to 10% in January?
 - Consistently/regularly evaluating the financial standing of the university to see what can be done in January
 - We need to be prudent to decide what we are doing and how quickly as higher education and healthcare continue to face difficulties
 - In 2021 we chose not to eliminate positions, so this cost has been factored into our decision
 - Do spouses need to complete the biometric screening?
 - If they are covered in your plan and you want the wellness discount to apply to them, yes
 - My maintenance meds I use Express Scripts, but the one-off meds I go to CVS.
 - That should be fine, but reach out to Benefits if you have issues.
 - I didn't receive a notification in my Workday inbox to access my elections, as the job aid said to expect. Is there an issue with this or is it just me?
 - Send an email to benefits@slu.edu raising that concern so they can get back to you.
 - When there aren't any Tier 1 providers near my home, are there any exceptions for this?
 - There aren't. Part of the reason we put providers in Tier 1 is they offer claim discounts and others do not. There are a lot of tier 1 providers across the area and some people choose to travel a little bit further in order to use that discount.
 - Will the cost for the 90-day supply on prescriptions at Walgreens cost the same as the mail order through Express Scripts?
 - You can check that in the online tool
 - If I had a biometric screening from my PCP in late Aug., will I have to get another one to get the discount?
 - Need to go to have an updated biometric screening
 - What is the deadline for the biometric screening?
 - December 31
 - My husband will be joining the plan starting in Jan. Does he need to do the screening now?
 - Yes
 - Do the Flexible Spending Accounts (FSA) balances carry over from year to year, like the Health Savings Account?
 - They do not. There is a window in which you need to use the monies. You can go to their website to find out more.
 - One employee suggests the window is until March.
 - Mickey will get clarity for us

- Is HR getting the biometric screening information for the discount, or is there a way to send to HR?
 - If you're getting it through, Quest, the information is submitted to HR
 - If you get your screening elsewhere, please email benefits@slu.edu
- Will SLU HR see the details of the biometric screening or just that we have completed it or not?
 - HR only sees that you completed the screening. They don't receive the details.
- Will there be any more slots open on campus to take the BIO?
 - Mickey does not believe they are adding more appointments on campus.
- If we are not changing coverage, do we have to do anything in Workday?
 - Yes, some items need to be opted in again
 - Spousal coverage affidavit
 - FSA/HSA/Dependent care coverage must be selected again
- When we show up at Quest for the biometric screening, is there an upfront cost involved or do we just show our insurance card?
 - There should not be a cost if you register/schedule online through the link that was sent by SLU
- Cannonball Picnic
 - from 11:30 a.m. to 1:30 p.m., on Friday, Oct. 29
 - Must RSVP to ensure an accurate food count
- Interim Staff Flexible Work Policy implemented on October 11
 - Academic Affairs has provided additional guidance
 - SOM/SLUCare is developing additional guidance
 - Supervisor development opportunities are being offered to support leaders as they receive and evaluate request for flexible work arrangements as well as lead teams with employees working flexible work arrangements
 - We must keep in mind that while we do work here at SLU that can be done remotely, that is not always the best way to do the work we do at SLU the way we want to do it
 - There will be disagreements at times between an employee and the supervisor or the leader on whether a flexible work arrangement is appropriate. Ultimate the supervisor and division /college leader will be the decisionmaker on whether a flexible work arrangement is allowable
 - The current policy is an interim one. It is our hope an intent to establish a permanent policy at the conclusion of the interim period. This next several months is intended to help us determine how flexible work arrangements can work at SLU
 - It will be up to all of us to make it work

Monthly Spotlight 2: Eric Ambrecht, Program Director, President's Office

- Covid testing:
 - Health department is a way to save money instead of paying out of pocket at an urgent care for a covid test
 - Employee health can also provide testing
- Ambrecht reviewed the slides from the Open Enrollment Guide to compare the different plans
 - https://www.slu.edu/human-resources/benefits/health-wellness/pdfs/2021_oe_guide.pdf
- Q&A paraphrased

- Having a baby- if that's in the plan for 22 should I choose the high deductible plan?
 - That's a predictable expense
- So, we are required to add our own money to the HSA monthly? Also, will the \$800 that SLU gives roll over as well?
 - This becomes a real bank account
- I used the UHC cost estimator tool for healthcare decision making and it estimated the cost of a procedure to be \$14. There was another treatment option, but I chose this one because it said the cost would be reasonable. When I got the bill, my share was almost \$800. What can I do to prevent this?
 - Keep in mind that SLU offers a decision-making tool in open enrollment called Alex that can help you compare expected costs and determine which plan works best for you and your circumstances. We always recommend you use it if wanting to evaluate your options.
- How are the Doctor's/Specialist Office Visits handled if there are no Co-payments under the QHDHP?
 - You will pay the full cost after the contracted rate
- If my spouse is covered under their own employer plan, do they need to choose FSA if I am using the FSA at SLU, or can we mix and match (they pick HSA) since we are covered under different plans?
 - Mickey Luna will look this up and get back to us
- Co-pay is only applicable in Tier 1
- One employee gave an example of why they were happy with a PPO because they had an unplanned expensive hospital stay that would have cost \$176000 under the HD plan
- You can only contribute to an HSA if you are in an HDHP at that time.
- You can use HSA funds for yourself, your spouse, or dependent children at any time, no matter what plan is covering whom. (You also keep your HSA when changing jobs and can use it to cover COBRA)
- Can someone give an example of the co-pay versus deductible that Mickey just described?
- Seeing that you are still on the call, Mickey, just a comment - I preferred the retail for a one-month prescription because I could use the manufacturer coupon, but I cannot with a three-month supply. Just something to keep in mind for the future.
 - good point about using manufacturer coupons
- I plan on retiring next year. Can I still have an HSA and enroll in Medicare part B/D or a Supplement plan?
 - Sort of. You can use HSA funds for expenses while you are retired.... but I do not think you can use it for paying Medicare supplement premiums. I need to investigate to confirm.
- Attendees were instructed to send further questions to Mickey after the call.

Announcements:

- Benefits Open Enrollment October 20th – November 5th
- Open Enrollment Job Aid
- SAC Holiday Luncheon
- Resources: HR Bulletin
 - SLU Spark in Workday
 - Staff Interim Flexible Work Policy Webinars
 - Biometric Screening

- Flu Shots
- Skillsoft
 - Becoming More Professional through Business Etiquette

Next Meeting:

- Thursday, November 18th
- 12:00 – 1:15 pm
- Allied Health Building, Multipurpose Room

Adjournment: Sue Stevens at 1:21 P.M.

Staff Advisory Committees and Representatives – 2021 - 2022

- **Staff Advisory Executive Committee**

Chair – Sue Stevens

Chair Elect – Judi Buncher

Recording Secretary – Kristin Hrasky

Corresponding Secretary – Patricia McQueen

Membership Coordinator – Rachel Young

Treasurer – Rhonda Arl

- **Staff Advisory Sub-Committees**

By-Laws Committee – Sue Stevens

Service/Events Committee

- Food Truck Rally – Stacy Mack

- **University Committees**

Campus Recreation Advisory Committee – Robert Pampel

Diversity & Community Engagement

- Jennifer van Driest
- Kat Dortch
- Michael Augustine
- Jonia Jones
- Katia Goodman
- Erica McBride
- Shontae Williams
- Dominic Dowdy-Windsor
- Robert Pampel
- Emily Wartick
- Christopher Grabau
- Xtina Butler

HLC Re-Accreditation Steering Committee – Rachel Young

Honorary Degrees & Special Recognition Committee – vacant

Medical Ad Hoc – Sue Stevens

Operational Excellence – Project Review Committee – Alexis Bruce-Staudt

Policy Review Committee – Missi White-Luster

Parking Issues – Matt Campbell

President's Diversity Council – Pamela Jackson

Speech, Expression and Civil Discourse Committee – Anne Imlay, Bob McNair

Tobacco Free Workforce – Ellen Weis

University Leadership Council – Sue Stevens

- **Board of Trustee Committees**

Academic Affairs – Sharon Spicer

Business & Administration – Sue Stevens

Development – Kristin Hrasky

Marketing and Branding – Patricia McQueen

Mission and Identity – Christine Luebbert